

NEPOTISM

The school district will not consider for employment any relative of a board member who is related within the second degree by affinity or consanguinity to the board member. Such relatives include the following persons:

Board Members'

spouse
child
child's spouse (son-in-law, daughter-in-law)
parent
parent's spouse (stepmother, stepfather)
grandchild
grandchild's spouse (grandson-in-law, granddaughter-in-law)
grandparent
grandparent's spouse (step-grandmother, step-grandfather)
brother (step-brother)
brother's spouse/step-brother's spouse (sister-in-law)
sister (step-sister)
sister's spouse/step-sister's spouse (brother-in-law)

Spouse's

child (stepson, stepdaughter)
parents (mother-in-law, father-in-law)
grandchild (step-grandson, step-granddaughter)
grandparents (grandmother-in-law, grandfather-in-law)
brother/step-brother (brother-in-law)
sister/step-sister (sister-in-law)

If the relationship is based on affinity (marriage), then those members of the board who are serving on September 1, 1995, may complete the term for which they were elected and any successive terms for which they may be elected unless it is the member's spouse who is a member of the board of education or an employee of the school district. In which case, the prohibition against employment or serving as a school board member will apply. The board member may not

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participate in any regular or executive session of the board held to consider any personnel matter or litigation relating to said relative except that the board member may vote on collective bargaining agreements for the renewal of contracts as a group if the vote is necessary to establish a quorum. If more than one board member is related to a teacher or employee, only the minimum number of board members necessary to establish a quorum may vote. Length of service on the board of education shall be used in order to determine which of these board members shall be allowed to vote when necessary to establish a quorum.

The following relatives of a board member may be employed by the school district:

Aunt/Uncle (third degree)
Niece/Nephew (third degree)
Great-grandparent (third degree)
Great-grandchild (third degree)
Cousin (fourth degree)

The prohibitions in this policy shall not apply to the employment of substitute teachers or to the employment of temporary substitute support employees; as long as the district's ADM is less than 5,000 students.

REFERENCE: 70 O.S. § 5 – 113, 5 – 113.1

Revised 4-11-2011